

**USAAVNC (USAAALS)  
AVIATION MAINTENANCE  
TECHNICIAN (MOS 151A)  
CONFERENCE  
18 - 20 February 04**



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# AGENDA

**(Day One)**

## **1. OPENING REMARKS**

- **COL Ellers - AC, USAALS**
- **CW5 Moran - Senior 151A in the Army**

## **2. INTRODUCTIONS - CW4 Wille Ward**

## **3. RECORDS REVIEW - CW4 Mary Colburn**

## **4. PURPOSE OF CONFERENCE - CW4 Dan Autrey**

## **5. REVIEW OF LAST YEAR'S CONFERENCE - CW4 Dan Autrey**



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# **AGENDA (cont.)**

- **BRIEFINGS (Day One Continued)**
  1. **AP- CW4 Bob Huffman**
    - **Charter update**
    - **Accessions & Branch transfers**
    - **PMAD**
    - **Career model**
    - **TWI, Graduate Studies**
    - **DA PAM 600-3**
  2. **TWI at Boeing - CW4 “EJ” Julian**
  3. **DOTD - CW4 Steve Williams**
    - **151A Individual Training Plan**
    - **WO Intermediate & Advanced Course**



# **AGENDA (cont.)**

## **➤ ISSUES (Day Two)**

- 1. USAHRC (PERSCOM) - CW4 Mary Colburn**
  - New 151a Mgr position update**
  - Schools, AOT, TWI & Degree Completion**
  - Assignments**
  - Promotions**
- 2. DLA - Paul Hughes**
- 3. 160<sup>th</sup> SOAR - CW4 Steve Blasey**
  - CTS-A - CW4 Steve Blasey**
    - DA Position - CW4 Mike McCarthy**



# AGENDA (cont.)

## ➤ ISSUES (Day Three)

1. **DCD & USAALS- CW4s Pruitt & Autrey**
  - **Aviation Transformation**
  - **2 Level Maint**
2. **151A MOS brief to AOAC - CW3 Bill Schlotzhauer**
3. **Lessons Learned OIF (3ID) - CW4 Bill Hollingsworth**
4. **Promotion of CW2 Johnston (1330 hrs)- COL Ellers**
5. **Open Forum & Closing Remarks - CW4 Willie**

**Ward**

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# Conference Objectives

## 1. MOS design, function & Players

- **Generating Force vs. Maneuver Force**
- **Players in Key Positions (AP, DCD, HRC & DOT)**
- **Requirements driven**

## 2. Army Transformation

- **Objective Force: ATWG & ALTWG**
- **Link MOS shortfalls with Army Training Leadership Development Panel (ATLDP)**
  - 63 recommendations
- **Aviation Focus Group**

## 3. Army Aviation Transformation Logistics

### Challenges

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AVIATION MAINTENANCE  
TECHNICIAN (MOS 151A)  
CONFERENCE  
27 - 28 January 03  
Update**



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# ISSUE 1 - TWI - CW4 AUTREY

## PROBLEM:

- OSD review panel eliminated funding for TWI Depot Program(s).
- Army-wide TWI positions (75) are with private industry.

## DISCUSSION:

- Aviation Branch currently has three TWI positions at CCAD with only two filled.
- Those positions eliminated for future based on panel's decision





# **ISSUE 1 (cont.) - TWI - CW4 AUTREY**

## **RECOMMENDATION:**

- **Request moving TWI slots from Depot to industry.**
- **Obtain agreement from one of the prime contractors at CCAD to accept TWI positions.**

## **ADDITIONAL INFORMATION:**

- **Lead Agent: AP, USAAVNC**
- **Action POC: TBD**
- **Decision required NLT 31 Jan 03**
- **Remarks: Action request must be staffed at OSD and approved by Under Secretary of Defense (Mr. Abel)**



**UPDATE: TWI moved to Boeing, CW4 Julien selected for training.**

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# **ISSUE 2 - AOT - CW5 MORAN**

## **PROBLEM:**

- **Provide Assignment Oriented Training (AOT) as recommended by Army Development Study XXI (ADS XXI) Task Force and CSA approved for implementation.**

## **DISCUSSION:**

- **Currently, 151As are trained, developed and utilized as generic maintenance technicians.**
- **151As receive minimal AOT, i.e. Aircraft Armament and Safety. The 151A does not receive a/c specific training in modernized a/c.**
- **78% of the 151A population indicated this training was needed to properly execute their duties.**



# ISSUE 2 (cont.) - AOT - CW5 MORAN

## RECOMMENDATION:

- Allow 151As to attend the academic portion of the appropriate Maintenance Test Pilot's Course and receive an ASI at completion of the training.
- Additionally, this training should be an integral part of WOBC with the ASI awarded prior to first unit assignment. There are very few units with legacy aircraft where generic training would suffice.

## ADDITIONAL INFORMATION:

- Lead Agent: AP, USAAVNC
- Action POC: TBD
- Decision required NLT: TBD
- Remarks: Incorporate the appropriate MTP course as an established part of training 151As.

**Update: TRADOC approved 151A ITP in Jan 03. It includes MTP as AOT. ASI determined to be too hard to manage with small community.**



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# **ISSUE 3 - COMMON CORE TRAINING CW3 SCHLOTZHAUER**

## **PROBLEM:**

- **Provide TRADOC-mandated Common Core training at the WOBC level.**

## **DISCUSSION:**

- **151As don't receive Common Core training at the WOBC level.**
- **ATLDP Study recommended removing this training from WOBC to allow for more technical training in its place.**

**Update: 151A ITP Approved by TRADOC Jan 03 makes IERW Professional Development Course a prerequisite for 151A WOBC**



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# **ISSUE 3 (cont.) - COMMON CORE TRAINING CW3 SCHLOTZHAUER**

## **RECOMMENDATION:**

- **Allow 151As to attend the two week Professional Development course currently taught to IERW students at Fort Rucker.**
- **This training would immediately follow WOBC, but prior to starting the technical WOBC training phase.**

## **ADDITIONAL INFORMATION:**

- **Lead Agent: AP, USAAVNC**
- **Action POC: TBD**
- **Decision required NLT: TBD**
- **Remarks: Implement recommended action.**

**Update: 151A ITP Approved by TRADOC Jan 03  
makes IERW Professional Development Course  
a prerequisite for 151A WOBC**



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# **ISSUE 4 - WOBC EVALUATION/REVISION CW3 SCHLOTZHAUER**

## **PROBLEM:**

- **151A WOBC Evaluation and Revision is needed.**

## **DISCUSSION:**

- **Last comprehensive WOBC review completed in 1997.**
- **Current WOBC has no modernized aircraft-specific training.**

**Update: Last comprehensive review completed in 2001 with no recommended changes.**

**Awaiting outcome of Aviation Transformation to complete a critical task review panel**



# **ISSUE 4 (cont.) - WOBC EVALUATION/REVISION**

## **CW3 SCHLOTZHAUER**

### **RECOMMENDATION:**

- **Add AOT, (i.e. academic portion of MTP course for first unit assigned aircraft) to WOBC.**
- **Conduct a comprehensive review of the present WOBC with particular focus on technical training to accomplish critical tasks.**

### **ADDITIONAL INFORMATION:**

- **Lead Agent: USAAVNC (USAALS)**
- **Action POC: TBD**
- **Decision required NLT: TBD**
- **Remarks: WOBC review plan currently being staffed.**

**Update: 151A ITP Approved by TRADOC Jan 03  
makes MTP course a prerequisite for 151A  
WOBC and also available as AOT.**



# **ISSUE 5 - CHANGES TO THE AWOAC & AWOIC CW5 MORAN & CW4 ASUNCION**

## **PROBLEM:**

- **AWOAC contains minimal MOS-specific technical training.**
- **Currently, only (3) hours out of 326 hours taught.**

## **DISCUSSION:**

- **TRADOC Reg. 351-10 states that WOAC is MOS-specific and should build upon the skills and knowledge developed through previous training & experience.**
- **Resident course should consist of in-depth branch proponent developed and MOS-specific technical training and branch-immaterial that includes leadership, ethics, communications, mil. law, and personnel mgmt.**





# **SUE 5 (cont.) - CHANGES TO THE AWOAC & AWOAC CW5 MORAN & CW4 ASUNCION**

## **RECOMMENDATION:**

- **Add Phase 1 Support Operations (SPO) Course on-line as a prerequisite to attending AWOAC.**
- **Incorporate two-week SPO course (currently taught at Ft. Lee) into AWOAC.**

## **ADDITIONAL INFORMATION:**

- **Lead Agent: TBD**
- **Action POC: TBD**
- **Decision required NLT: CW5 Moran & CW4 Asuncion**
- **Remarks:**

**UPDATE: DOTDS conducted Task Selection Board for new WOIC & WOAC Maint Track. POC DOTDS**



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# **ISSUE 6 - 151A ACCESSION CW5 MORAN**

## **PROBLEM:**

- **151As accessed at 5 to 8 years of service have limited maintenance management and technical experience due to time-in-service.**

## **DISCUSSION:**

- **AWO recruiting goals of accessing at 5 to 8 years in service produces a 151A with limited management and technical experience.**
- **However, the 5 to 8 year mark does allow for consideration to CW5 prior to reaching 30 years in service. NOTE: See Issue #7.**



# **ISSUE 6 (cont.) - 151A ACCESSION CW5 MORAN**

## **RECOMMENDATION:**

- **Assign experienced CW4, MOS 151A as an Aviation Proponency (AP) officer to be the assigned SME for all related issues in AP.**
- **Increase technical training at the WO1/CW2 level by adding AOT and Professional Development Training, i.e. Combined Logistics Officer Advanced Course, Phase 3.**
- **Add SPO Course to AWOAC.**

## **ADDITIONAL INFORMATION:**

- **Lead Agent: USAAVNC & USAALS**
- **Action POC: CW5 Moran & CW4(P) Asuncion**
- **Decision required NLT: TBD**
- **Remarks:**

**UPDATE: OIF deleted CW3 Cindy Nielsen (1ID) inbound to AP.**

**New WOIC & WOAC Maint Track (DOTDS).**



# **ISSUE 7 - LIMITED CW5 POSITIONS & CW4 RETENTION - CW5 MORAN**

## **PROBLEM:**

➤ **Promotion potential to CW5 very limited due to the lack of 151A CW5 positions, i.e. 4 positions Army-wide.**

## **➤ DISCUSSION:**

- **Title 10 U.S. Code mandated CW4 mandatory 30 years total service retirement.**
- **Experienced CW4, 151As forced to retire at 30 years total active service.**
- **CW5s are allowed to attain 30 years Warrant Officer service before mandatory retirement.**



# **ISSUE 7(cont.) - LIMITED CW5 POSITIONS & CW4 RETENTION - CW5 MORAN**

## **RECOMMENDATION:**

- **Develop additional CW5 slots for MOS 151A.**
- **Eliminate 30-year total service rule for CW4s, which would allow a CW4 to attain 24 years total Warrant Officer time before mandatory retirement or promotion to CW5.**

## **ADDITIONAL INFORMATION:**

- **Lead Agent: AP & USAALS**
- **Action POC: TBD**
- **Decision required NLT: TBD**
- **Remarks: ???**

- **UPDATE: FORSCOM added three CW5 slots to PMAD,**



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# **ISSUE 8 - 151A PERSCOM REPRESENTATION**

## **CW5 BARKER**

### **PROBLEM:**

- **No 151A representative at PERSCOM.**

### ➤ **DISCUSSION:**

- **No 151A input into assigning 151As.**
- **Assignments officer assigns 151As to installation only, with very limited input toward final unit assignment.**
- **Installation assignments officer assigns 151As to unit based on unit needs without due consideration to the background/experience of particular 151As.**
- **Develop requirements for PERSCOM position to ensure the right person is placed into this position.**



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# **SUE 8 (cont.) - 151A PERSCOM REPRESENTATION CW5 BARKER**

## **RECOMMENDATION:**

- **PERSCOM agrees to assign a 151A as the DA assignments officer.**
- **151A PERSCOM assignments officer will interface directly with installation assignments officers to ensure appropriately qualified 151As are assigned, whenever possible.**
- **Right man for the right job at the right time!**

## **ADDITIONAL INFORMATION:**

- **Lead Agent: PERSCOM**
- **Action POC: CW5 Jenkins**
- **Decision required NLT: Decision made!**
- **Remarks: This has been accomplished and will be in place by 4<sup>th</sup> Qtr, FY03.**



**Update: CW4 Mary Colburn is first 151a career Ngr at USAHRC**

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# **ISSUE 9 - 151A MENTORSHIP CW5 MORAN**

## **PROBLEM:**

- **Expand 151A mentor and sponsorship program.**

## **DISCUSSION:**

- **Current program assigns 151A to 151A WOBC for course duration with no follow-up after graduation.**
- **Existing mentorship is only offered through the 151A website.**
- <http://usaals.army.mil/wopdhome.html>





# **ISSUE 9 (cont.) - 151A MENTORSHIP CW5 MORAN**

## **RECOMMENDATION:**

➤ **Assign senior 151A as a mentor starting at Warrant Officer Candidate School (WOCS) through assignment to first unit. This would afford the new 151A advice and assistance, in which the website would serve as a tool.**

## **ADDITIONAL INFORMATION:**

- **Lead Agent: ???**
- **Action POC: TBD**
- **Decision required NLT: TBD**
- **Remarks: ???**



**UPDATE: 151a Website is successful & multiplying, DA mentorship program still developing. HRC initiative?**



# **ISSUE 10 - 151As at LOGISTICS COMMANDS**

## **CW4 AUTREY**

### **PROBLEM:**

➤ **Major Army Commands lack Aviation Logistics technical expertise.**

### **➤ DISCUSSION:**

➤ **No 151As assigned to Major Army Commands, i.e. DLA, AMCOM, CECOM**

➤ **Possible follow-on assignment for TWI attendees.**

➤ **Provides field perspective to the decision-making process.**



# **SUE 10 (cont.) - 151As at LOGISTICS COMMAND**

## **CW4 AUTREY**

### **RECOMMENDATION:**

- **Authorize 151A positions at DLA, AMCOM & CECOM.**

### **ADDITIONAL INFORMATION:**

- **Lead Agent: AP, PERSCOM, USAALS**
- **Action POC: TBD**
- **Decision required NLT: TBD**
- **Remarks: ???**

**UPDATE: CSA's Aviation Focus Group recommended Sr 151a's be assigned to AMCOM, DLA & PEO Aviation. TWI follow on assignment to PEO Avn pending.**

